

By: Senator(s) Tollison

To: Education;  
Appropriations

SENATE BILL NO. 2400

1 AN ACT TO ESTABLISH A MISSISSIPPI SCHOOL LEADERS EXECUTIVE  
2 DEVELOPMENT PROGRAM (SLED) TO PROVIDE A PROFESSIONAL DEVELOPMENT  
3 PROGRAM FOR EDUCATORS IN K-12 SCHOOLS AND DISTRICTS AT NO COST TO  
4 THE PARTICIPANTS; TO SET CRITERIA FOR PROGRAM ELIGIBILITY; TO  
5 PROVIDE STANDARDS FOR THE PROGRAM; TO ESTABLISH A SCHOOL LEADERS  
6 EXECUTIVE DEVELOPMENT BOARD TO SELECT THE ENTITY TO DELIVER AND  
7 EVALUATE THE PROFESSIONAL DEVELOPMENT PROGRAM; AND FOR RELATED  
8 PURPOSES.

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

10 **SECTION 1. Establishment of a Mississippi School Leaders**

11 **Executive Assessment Program (SLED).** (1) There is established a  
12 professional development program for educators, herein known as  
13 the Mississippi School Leaders Executive Development Program  
14 (SLED).

15 (2) The SLED Board established in Section 7 of this act  
16 shall select an independently evaluated and research-based  
17 professional development entity to deliver and provide training at  
18 no cost to educators or the district. The entity must deliver a  
19 professional development program that has had at least two (2)  
20 rigorous third-party evaluations that show the program gets  
21 statistically significant results for students on state



22 accountability exams at multiple levels (elementary, middle and/or  
23 secondary. Novice school leaders with zero (0) to four (4) years  
24 of experience will be required to attend and veteran leaders with  
25 five (5) or more years of experience may attend. Successful  
26 completion of all components of the Mississippi (SLED) Program  
27 will renew the Standard Career Level Administrator License for  
28 veteran administrators subject to the extent of appropriations,  
29 and will result in the conversion of an Entry Level License to a  
30 Career Level Standard License. Funding for the Mississippi School  
31 Leaders Executive Development Program (SLED) shall be subject to  
32 the extent of appropriations by the Legislature.

33 **SECTION 2. Definitions.** The following words and phrases  
34 shall have the meanings ascribed in this section unless the  
35 context clearly indicates otherwise:

36 (a) "Novice school leader" means a practicing school  
37 leader who:

38 (i) Possesses an administrator's license issued by  
39 the Commission on Teacher and Administrator Education,  
40 Certification and Licensure and Development;

41 (ii) Serves as a licensed principal or assistant  
42 principal;

43 (iii) Has served between zero (0) to four (4)  
44 years in a principalship position;

45 (b) "Veteran school leader" means a practicing school  
46 leader who:



47 (i) Possesses an administrator's license issued by  
48 the Commission on Teacher and Administrator Education,  
49 Certification and Licensure and Development;

50 (ii) Served as a licensed principal or assistant  
51 principal for five (5) years;

52 (iii) Has over four (4) years of experience in a  
53 school leadership position;

54 (c) "Independently Evaluated and Research-Based  
55 Professional Development Program" means a program that has had at  
56 least two (2) rigorous third-party evaluations that show the  
57 program gets statistically significant results for students on  
58 state accountability exams at multiple levels (elementary, middle  
59 and/or secondary). The program should include research-based  
60 principles that consist of an integrated series of focused,  
61 intensive learning opportunities with significant application  
62 experiences for school and district leaders. Programs supported  
63 by proven research provide confirmed opportunities to build  
64 leadership capacity to positively impact the school environment.

65 **SECTION 3. Eligibility.** An individual who has been  
66 appointed to a school or district leadership position within a  
67 Mississippi School District within the past four (4) years shall  
68 be required to participate beginning on or after July 1, 2017.  
69 New novice school leaders shall complete the program provided for  
70 in Section 5 of this act within three (3) years of appointment as



71 a principal, assistant principal or becoming eligible and  
72 available.

73 **SECTION 4. Requirements.** (1) All new novice school leaders  
74 appointed to a school or district position beginning July 1, 2017,  
75 shall complete the program within a three-year period. This  
76 program will be available on a first-come, first-served basis for  
77 a minimum of two hundred (200) school leaders.

78 (2) The program will also be available to school leaders  
79 with five (5) or more years of experience currently in a  
80 principalship position within the state on a voluntary basis  
81 contingent upon funding by the Mississippi Legislature. Upon  
82 successful completion of the Mississippi School Leaders Executive  
83 Development Program (SLED), a certificate for licensure renewal  
84 will be awarded when all other licensure renewal requirements are  
85 complete.

86 (3) The establishment of SLED, in accordance with Section 1  
87 of this act, beginning July 1, 2017, will provide a professional  
88 development program for principals with at least two (2) rigorous  
89 third-party evaluations that show the program gets statistically  
90 significant results for students on state accountability exams at  
91 multiple levels (elementary, middle and/or secondary) at no cost  
92 to the district.

93 (4) The Mississippi School Leaders Executive Development  
94 Program (SLED), must be completed within three (3) years of July  
95 1, 2020. In the event that the novice school leader is unable to



96 access the program because all available slots are filled, the  
97 administrator may request an extension of the compliance period  
98 from the School Leaders Executive Development (SLED) Board.

99 (5) Veteran school leaders will have the option to add an  
100 additional five (5) years to a standard license upon successful  
101 completion of the Mississippi School Leaders Executive Development  
102 Program (SLED) and all other licensure renewal requirements.

103 (6) Any person failing to complete the Mississippi School  
104 Leaders Executive Development Program, as the case may be, shall  
105 become immediately liable to the Mississippi Legislature for the  
106 sum of all SLED awards made to that person, plus all interest  
107 accrued at the current Stafford Loan rate at the time the person  
108 abrogates his participation in the program.

109 (7) Any decisions about loan repayments, deferments, and  
110 other related matters will be made by the SLED Board.

111 (8) The Mississippi School Leaders Executive Development  
112 Program (SLED) will begin no later than September 1, 2017.

113 (9) The development and implementation of the Mississippi  
114 School Leaders Executive Development Program (SLED) is contingent  
115 upon funding by the Mississippi Legislature.

116 **SECTION 5. Program standards.** (1) The Mississippi School  
117 Leaders Executive Development Program (SLED) shall be designed and  
118 offered at no cost to any individual serving in a school or  
119 district leadership role, and no cost to their employer. This  
120 independently evaluated and research-based professional



121 development program shall be designed to aid in the development of  
122 the core school leadership standards and best practices identified  
123 in Section 5(2), (3), (4) and (5) of this act. System development  
124 funds will not be available; therefore program eligibility  
125 requires, at a minimum, an independently evaluated and  
126 research-based executive development entity that has demonstrated  
127 its efficacy in multiple states.

128         (2) The Mississippi School Leaders Executive Development  
129 Program (SLED) should address the magnitude of the nation's  
130 leadership challenge at scale. The program will include a  
131 rigorous, coherent and comprehensive training component. There  
132 are two (2) major elements that should be considered within the  
133 delivery approach: (a) the executive development training, and  
134 (b) an instructional coaching model. The program should have  
135 well-documented training, with a comprehensive curriculum that  
136 includes a participant manual, a library of professional books and  
137 articles, face-to-face cohort based session supported by online  
138 curriculum, a facilitator guide and tools, diagnostic and  
139 implementation tools. The program shall have demonstrated results  
140 in raising student achievement in elementary schools, middle  
141 schools, high schools, struggling schools, rural schools and in  
142 many geographical regions.

143         (3) **Mississippi School Leadership Standards.** The following  
144 research-based professional development standards are aligned with  
145 the Interstate School Leaders Licensure Consortium Standards



146 (ISLLC) and will form the basis of the program. The curriculum  
147 must also include goals and standards that include the following:

148 (a) The knowledge and skills to think and plan  
149 strategically to create and an organizational vision around  
150 personalized student success.

151 (b) An understanding of standards-based systems theory  
152 and design and the ability to transfer the knowledge to the school  
153 or system leader's job as the architect of standards-based reform  
154 in the school.

155 (c) The ability to access and use appropriate data to  
156 inform decision-making at all levels of the system.

157 (d) Creating a culture of teaching and learning with an  
158 emphasis on learning.

159 (e) Managing resources for effective results.

160 (f) Collaborating, communicating, engaging and  
161 empowering others inside and outside of the organization to pursue  
162 excellence in learning.

163 (g) Operating in a fair and equitable manner with  
164 personal and professional integrity.

165 (h) Advocating for children and public education in the  
166 larger political, social, economic, legal and cultural context.

167 (i) Supporting professional growth of self and others  
168 through practice and inquiry.

169 (4) **Effective practices for school leaders.** Professional  
170 development provided under this section will utilize best



171 practices from the research to address the needs of new novice and  
172 veteran school leaders as defined in Section 2(a). This includes  
173 the following:

174           (a) **Culture and team building.** Effective leaders  
175 create and support a culture of learning for all, and in so doing,  
176 build high-performing teams to maintain the culture.

177           (b) **Data-driven organizations.** While the  
178 standards-based reform movement has turned schools attention to  
179 performance and accountability, businesses have long focused on  
180 results and on looking at data to drive decisions.

181           (c) **Importance of systems.** Effective school leaders  
182 should be able to use their skills to design systems that connect  
183 with the school's and district's goals and priorities and to  
184 improve student outcomes.

185           (d) **Instructional coaching.** Effective school leaders  
186 develop coaching skills to help teachers monitor and improve their  
187 own performance in order to improve student achievement.

188           (e) **Strategic thinking.** Effective principals are able  
189 to examine their context and create a vision and strategy that is  
190 collectively shared and implemented to improve student  
191 achievement.

192           (5) **Best practices for adult learners.** The program will  
193 have current and relevant content, and be delivered in a way to  
194 increase the learning of participants consistent with best  
195 practices in adult learning. These practices include:





196 (a) **Use of cohorts.** Participation in Professional  
197 Learning Communities (PLC5).

198 (b) **Job-embedded learning.** Professional development  
199 that is grounded in the actual work that school leaders do.

200 (c) **Use of simulations.** Incorporating the use of case  
201 studies and simulations to enable participants to analyze issues  
202 and challenges and develop solutions that they can apply in their  
203 schools.

204 (d) **Extended period of study.** Implementing a process  
205 that allows principals to take small units of study as part of a  
206 comprehensive program that is delivered over an extended period of  
207 time, with a focus on research to support sustainability and  
208 increase integration of new practices.

209 **SECTION 6. Sustainability.** The Independently Evaluated and  
210 Research-Based Professional Development Program must have a  
211 sustainability component that includes coaching and follow-up  
212 experiences that are appropriately structured and that offer  
213 site-specific problem solving to enhance school and district  
214 performance to continue to develop leadership skills, and to  
215 improve student achievement.

216 **SECTION 7. SLED Board.** (1) There is created the School  
217 Leaders Executive Development Board (SLED). The board shall be  
218 composed of individuals who have established a commitment to  
219 ensuring that teachers and leaders possess the skill and knowledge  
220 necessary to lead schools effectively. The duties of the board



221 are to provide program guidance, identify research-based  
222 professional development opportunities, select an external  
223 evaluator, and submit a report to the Mississippi Legislature on  
224 the status of the program annually in December. The SLED Board  
225 will issue certificates of completion to those leaders who  
226 successfully complete the outlined program, and make decisions  
227 about compliance and noncompliance with the process. The SLED  
228 Board will be responsible for determining the application process  
229 for participants in the program if funding is not adequate to  
230 provide the program for all eligible participants in accordance  
231 with Section 4 of this act. The SLED Board will also approve all  
232 participants selected for the program. The SLED Board will be the  
233 final authority in all matters pertaining to the operation of the  
234 program.

235 (2) The SLED Board shall have a chairman and vice chairman.  
236 The board shall meet when called by the chairman, but in no event  
237 fewer than three (3) times per year. The members of the board  
238 shall be compensated at the per diem rate authorized by Section  
239 25-3-69 and reimbursed for actual and necessary expenses as  
240 authorized by Section 25-3-41. The chairman will call and notice  
241 the date and time of the first meeting to take place no later than  
242 July 15, 2017.

243 (3) The SLED Board shall consist of eleven (11) qualified  
244 members, to be appointed as follows:

245 (a) One (1) member appointed by the Governor.



246 (b) One (1) member appointed by the Lieutenant  
247 Governor.

248 (c) One (1) member appointed by the Speaker of the  
249 House.

250 (d) Two (2) members appointed by the State  
251 Superintendent of Public Education, one (1) each from the State  
252 Board of Education and Educator Licensure Commission.

253 (e) One (1) member appointed by the Mississippi  
254 Association of School Administrators (MASA).

255 (f) One (1) member appointed by the Mississippi  
256 Association of School Superintendents (MASS).

257 (4) All controversies involving the issuance of a  
258 Mississippi School Leaders Executive Development Program (SLED)  
259 certificate of completion shall be heard by the SLED Board.

260 (5) All controversies involving the renewal of a certificate  
261 shall be heard by the commission, as defined in Section 37-3-2  
262 (10).

263 **SECTION 8. Program costs.** All costs and expenses for  
264 preparing and conducting the Mississippi School Leaders Executive  
265 Development Program (SLED) provided in this act shall be paid out  
266 of any funds which are made available upon appropriation by the  
267 Legislature.

268 **SECTION 9.** This act shall take effect and be in force from  
269 and after July 1, 2017.

